

CONFIDENTIAL

FIRST NAME	MIDDLE NAME	LAST NAME	STORE NBR	EVAL TYPE CODE	EVAL TYPE DESC	REVIEW DATE	EVAL RATING NBR	RATING TEXT	STRENGTHS	OPPORTUNITIES	SUPV COMMENT	MIN RATING NBR	MAX RATING NBR
MARY	E	MCMANUS	877	S	SALARY	2011-04-14	3.000	SOLID PERFORMER	SCOT/Shrink Matrix execution Good positive working relationship with management team and hourly associates. Sense of urgency with assigned tasks. Multi facility troubleshooting. Analyzes theft trends and reacts with theft deterrence responses. AP Brand Image- Internal case development. TV & LV 3 - Front-end Cash controls	Talent development- BIG 3 accident reduction-APA Productivity, TV 90-shrink reduction to 5 basis points at retail-IMS influence to drive 7 of 7 metrics. Shrink TV 90-114, 1.05% B		2.600	3.499
MARY	E	MCMANUS	877	S	SALARY	2012-04-06	4.000	EXCEEDS EXPECTATIONS	National Priority Execution and documentation Internal Case Development- 12ty versus 6ty +100k APN Productivity 298ty versus 8ty +236k Positive working relationship with other members of management. Good team player register cash shorts 47,20%, 41% Great market resources Results Driven leadership AP Brand Image	Influence PI Accuracy APA Productivity Reduce Big 3 Accidents, CSTfs. B B		3.600	4.590
MARY	E	MCMANUS	877	S	SALARY	2013-04-06	4.000	EXCEEDS EXPECTATIONS	Integrity. Sense of urgency with assigned tasks and collectable. Teaching and leading others. Internal case development. National Priority execution/documentation - 91% shrink performance, best in 5 years. Register cash short follow-up. Adaptability-multi facility tasking - Showed improvement in accident rate from 13.1% to 11.8%. Great relationship with store management and associates, in the market and region.	Accident rate improvement currently at 41.8% and accident cost reduction Wireless Register audit performance above 95% consistently Continue to influence team for better shrink results in 2013. it		3.600	4.590
MARY	E	MCMANUS	877	S	SALARY	2014-04-05	4.000	EXCEEDS EXPECTATIONS	Knowledge of her AP Field Brings her team together for a common goal Has developed trusting relationships with Operators. Passion for her store and her job. Has saved \$8,000 in register cash shorts YOY. SCAN out to stolen is down \$50,000 YOY Developed 14 internal TV. \$14,000 more dollars recovered. 16.8 accident rate on 18.3 LY AP Brand Image	B Apprehensions 285 306 (21) 4.9% B Accident costs are up \$300,000 YOY B Shrink actual -1.10 on target of .95%. Need store to consistently run below 1% B		3.600	4.590
MARY	E	MCMANUS	1030	I	90-DAY REVIEW	2008-10-02	5.000	EXCEEDS PERFORMANCE				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1994-07-27	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1995-08-09	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1996-08-23	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1997-08-08	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1998-08-26	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	1999-08-10	5.000	4 - LOWEST to 5 - HIGHEST				3.000	3.999
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2000-08-07	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2001-08-17	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2002-08-22	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2003-08-13	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2004-08-23	5.000	EXCEEDS PERFORMANCE				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2005-08-24	5.000	EXCEEDS PERFORMANCE				4.000	5.000
MARY	E	MCMANUS	1030	S	YEARLY REVIEW	2009-06-19	5.000	EXCEEDS PERFORMANCE				4.000	5.000
MARY	E	MCMANUS	1030	S	SALARY	2017-04-01	3.000	SOLID PERFORMER	Associate engagement Teamwork/ helping in other areas Accepts responsibility outside her areas, ensures compliance/Dedication	Develop a routine KAT/Topstock execution to reduce inventory levels Touring/Planning		2.700	3.590
MARY	E	MCMANUS	1030	S	SALARY	2018-03-31	3.000	SOLID PERFORMER	Evelyn establishes effective working relationship with associates. She provides associates with the resources needed to attain results. She moves freight effectively. it	Evelyn needs to maintain operational (WOSH, attendance, pathways, CBS, etc.) Evelyn should also work to develop associates by sharing concerns and opportunities. it		2.700	3.590
MARY	E	MCMANUS	1003	P	PERFORMANCE	2010-04-10	3.400	SOLID PERFORMER	ALWAYS WILLING TO LEARN THE AP BUSINESS; COMMUNICATES WELL WITH HER MANAGEMENT TEAM AND STORE ASSOC; QUICK LEARNER ON OVERALL JOB DUTIES; SHOWS PRIDE FOR HER JOB ALONG WITH THE AP VISION; ABILITY IN BUILDING KNOWLEDGE FOR THE BUSINESS AND ALWAYS STEPPING UP WHEN ASKED TO DO MARKET TASK; KNOWLEDGE IN REPORTS TO DETECT SHRINK ISSUES; STRIVES TO GROW IN THE APC ROLE PROFESSIONALLY THROUGHOUT; CONTINUOUS PARTICIPATION IN SHRINK REVIEWS AND PROJECTS, WITHIN THE MARKET.	IMS BACKROOM PROGRAM NOT CONSISTENTLY EXECUTED.; WORK LIFE BALANCE.		2.600	3.499
MARY	E	MCMANUS	1003	S	SALARY	2019-03-30	3.000	SOLID PERFORMER				2.700	3.590
MARY	E	MCMANUS	4149	S	SALARY	2015-04-04	3.000	SOLID PERFORMER	Evelyn is very detailed and thorough with her internal investigations of cases and paperwork. Evelyn teaches new processes and follows up to ensure already in place. Dedicated and passionate about preventing shrink. Creates partnership between operations and asset protection.	Needs to continue to focus that same intensity about shrink in each store through the associates. Challenge and even push back to ensure the right process or routine are followed. Detailed touring with department managers. it		2.700	3.590
MARY	E	MCMANUS	4149	S	SALARY	2016-04-02	3.000	SOLID PERFORMER	Evelyn has taught several classes on CCTV, impact and 1 Own Safety to the new ASMs in the Neighborhood Markets. Successfully built internal investigations. Willing to go help anywhere in the market if needed. Evelyn has a positive attitude and willing to change her work style to better address company needs.	Evelyn needs to be the SME on all CRD tasks and able to teach and follow up accordingly. This is the only way you are going to be able to reach your shrink targets Evelyn needs to team Topstock and CAP front and back. She able to work in the salesfloor and backroom and know when a store is not on the program by looking at the key indicators. Researching key operational reports and being able to use the information to react to opportunities (manual order report, shelf availability, negative onhands etc)		2.700	3.590
ANN	D	CURTISINGER	1030	S	YEARLY REVIEW	1999-05-11	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
ANN	D	CURTISINGER	1030	S	YEARLY REVIEW	2000-05-09	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
ANN	D	CURTISINGER	1030	S	YEARLY REVIEW	2001-05-09	5.000	4 - LOWEST to 5 - HIGHEST				4.000	5.000
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2002-03-15	3.300	3 - LOWEST to 3.99 HIGHEST				3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2003-03-22	3.500	3 - LOWEST to 3.99 HIGHEST				3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2004-03-18	3.600	3 - LOWEST to 3.99 HIGHEST				3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2005-02-15	3.800	ON TARGET	FRONT END OPERATIONS - ANN IS VERY GOOD AT FOLLOWING UP TO ACCOUNTING REPORTS AND PEOPLE ISSUES; ACCOUNTABILITY - ANN HOLDS ASSOCIATES ACCOUNTABLE; STORE MEETING - ANN HOLDS FRONT END MEETINGS REGULARLY WITH REAL SUBSTANCE TO FIX POTENTIAL ISSUES; LOSS PREVENTION - ANN HAS BEEN PERSONALLY ASSISTED WITH MANY INTERNAL THEFT ISSUES; INTEGRITY - THE ASSOCIATES HOLD ANN IN HIGH REGARD; SHE HOLDS EVERYONE EQUALLY ACCOUNTABLE.	C.B.W - ANN NEED TO SPEND MORE TIME WALKING AND TALKING TO HER ASSOCIATES; COMMUNICATION - ANN'S COMMUNICATION IS SOMETIMES RECEIVED DIFFERENTLY THAN IT IS INTENDED; FOCUS - ANN NEEDS TO INCREASE HER MULTI-TASKING; TRAINING - ANN NEEDS TO BE MORE PERSONALLY INVOLVED WITH DAY TO DAY FRONT-END TRAINING.		3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2006-04-01	3.800	ON TARGET	ANN IS STRONG IN HER KNOWLEDGE OF OPERATIONS AND COMPLIANCE ISSUES; SHE ALSO IS VERY KNOWLEDGEABLE WITH COMPANY POLICY AND PROACTIVELY ENSURES ASSOCIATES ARE FOLLOWING THE GUIDELINES; ANN IS VERY HONEST AND DIRECT IN HER DEALINGS WITH HER ASSOCIATES; SHE HOLDS EVERYONE TO THE SAME ACCOUNTABILITY AND DOES NOT SHOW FAVORITISM; ANN HAS EXCELLENT WORK ETHICS; SHE GOES BEYOND WHAT IS EXPECTED OF HER TO COMMUNICATE AND; WITH MANAGEMENT AND ASSOCIATES SHE PUTS THE WELFARE OF THE STORE AND THE ASSOCIATES ABOVE HER OWN	ANN NEEDS TO GET MORE INVOLVED IN THE CBWA PROCESS; SHE NEEDS TO CONDUCT DAILY TOURS OF HER AREAS AND THEN PRIORITIZE HER DAY ACCORDINGLY; ANN NEEDS TO FOLLOW UP ON CBWA AND STAY FOCUSED ON GETTING PROJECTS OR DAILY TASKS OF ASSOCIATES COMPLETED IN A TIMELY MANNER; ANN NEEDS TO PERFECT HER MERCHANDISING SKILLS; SHE NEEDS TO SPEND MORE TIME ON THE FLOOR DAILY CHECKING AND CHANGING FEATURES AS NEEDED		3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2007-04-14	3.800	ON TARGET	SERVANT LEADER, FIRM, FAIR AND CONSISTENT; CARES ABOUT HER PEOPLE AND HER STORE; I FEEL ANN HAS A LOT TO OFFER, NOT ONLY THE STORE BUT THE COMPANY; LOVES TO DEVELOP PEOPLE	SWAG; IN-STOCK, PEOPLE SKILLS, SOMETIMES CAN BE A LITTLE ROUGH AROUND THE EDGES, ACCIDENT REDUCTIONS		3.000	3.999
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2008-04-01	3.400	SOLID PERFORMER	ANN IS LOYAL, RESPONSIBLE AND RELIABLE - THINGS THAT SHE CARES ABOUT HER ASSOCIATES AND IS GOOD; WITH THE OPEN DOOR ISSUES, SHE IS GOOD AT FOLLOW UP AND TRAINING WITH FOOD AND COMPLIANCE. ANN LOVES CHALLENGE AND LEARNING NEW THINGS, SHE IS ALWAYS WILLING TO GO THE EXTRA MILE TO GET TASKS COMPLETED. IDENTIFY OPPORTUNITIES AND GET THEM FIXED. WANTS HER ASSOCIATES TO EXCEL AT WHATEVER THEY DO.	IMPROVE ON IN-STOCK, CONTINUE TO TEACH ASSISTANTS THE IMPORTANCE OF REPORTS SUCH AS NEGATIVE ON HAND, OUT OF STOCK, AND NO ITEM MOVEMENT AND INACTIVE ITEMS. NEEDS TO GET A BETTER UNDERSTANDING OF SHRINK MATRIX. CONTINUE TO LEARN, BUDGETS AND HOW WE GET TO OUR GOALS. CONTINUE TO FOCUS ON SAFETY THROUGHOUT THE STORE. NEED TO CONTINUE TO MENTOR, ASSISTANTS, CONTINUE TO WORK ON PEOPLE AND COMMUNICATION SKILLS.		3.000	3.749
ANN	D	CURTISINGER	1030	P	PERFORMANCE	2009-04-11	3.400	SOLID PERFORMER	LEARNING PAPERWORK, PLANNING; HAVING A GOOD ROUTINE; DETAILED; PEOPLE SKILLS HAVE IMPROVED; I FEEL ANN IS READY TO RUN HER OWN STORE	FOLLOW UP; SETTING DEADLINES; TEACHING ASSISTANT MANAGERS WHAT TO LOOK FOR IN PAPERWORK, FOR SHRINK AND TO IMPROVE IN-STOCK; SUSTAINABILITY; FAST, CLEAN, AND FRIENDLY; MUST BE IN ALL AREAS EVERYDAY AND ENSURE YOUR ASSISTANT MANAGERS WALK THRU ALL OF THEIR AREAS DAILY WHEN THEY ARE HERE.		3.000	3.749
ANN	D	CURTISINGER	1030	S	SALARY	2010-04-15	3.000	SOLID PERFORMER	ownership/accountability with her team/customer service desire to learn	shrink matrix reviewing reports to reduce shrink more detail touring; reg. merchandise c.b.w a with assoc's accident reduction detail the scenarios to improve on the communication at each level must take close to a hole new level		2.600	3.499
ANN	D	CURTISINGER	1030	S	SALARY	2011-04-18	3.000	SOLID PERFORMER	Ann is able to go into a building and se opportunities right away, find the root causes and develop plans to fix them. People skills have improved leadership skills have improved takes ownership is all that she does	Has improved on reports, but must continue to better plan not only merchandise planning but also fiscal plans continue to grow in the community continue to help assoc's grow in the community		2.600	3.499
ANN	D	CURTISINGER	1030	S	SALARY	2012-04-03	4.000	EXCEEDS EXPECTATIONS	Training and development. A good Mentor. Helps run stores thru out the market, maintains standards and sales and profit. Finds root causes and fixes the issues. Good Associate, needs to be running a store	Shrink reduction/ O.S.A Store cleanliness; Continue to find more ways to run E.D.L.C		3.600	4.590
ANN	D	CURTISINGER	1030	S	SALARY	2013-04-06	2.000	DEVELOPMENT NEEDED	Good Leader. Knowledge of operations. Inventory process. Helps run other stores in the absence of their Managers, for extended times. Ownership.	Compliance: Shrink reduction and training to others on this: In-stock Fresh areas		1.600	2.690
ANN	D	CURTISINGER	1003	S	SALARY	2014-04-05	3.000	SOLID PERFORMER	Leadership, Leading other stores in the absence of managers Leads the implementation of new initiatives	Touring Shrink Floors		2.700	3.590
ANN	D	CURTISINGER	1003	S	SALARY	2015-04-04	4.000	EXCEEDS EXPECTATIONS	Teamwork - supports peer facilities. Continuous improvement - Acts on tour notes and grows consistency among her team. Talent Development - Has promoted team members and back filled with success.	Financial acuity - manages finances, but can grow in understanding. Community Involvement. Theme Merchandising to continue average ticket growth. B		3.600	4.590
ANN	D	CURTISINGER	1003	S	SALARY	2016-04-02	3.000	SOLID PERFORMER	Engagement with associates. Consistent improvement. Inventory management	External networking. Seasonal merchandising. Exporting of talent.		2.700	3.590
ANN	D	CURTISINGER	1003	S	SALARY	2017-04-01	3.000	SOLID PERFORMER	Trustworthy Leadership Financial Management Customer Engagement	Grow and Export Talent Positive Ownership of Change Avoid Deflection of Responsibility of Execution Exceptions		2.700	3.590
ANN	D	CURTISINGER	1003	S	SALARY	2018-03-31	3.000	SOLID PERFORMER	Great sense of urgency. Works to drive great engagement in her store. Sets clear expectations with her team. Communicates well with MM and team on support needed. Focuses on trying to plan ahead	Must nail all digital areas of our business this year. POS/PM Focus: Lockers, WMPay, Mobile Express, SCD, etc.). CAP/Topstock. focus - Must be flawless execution Shrink focus - driving all tasks and processes related to shrink. CPE/Store standards. Feature presentation, consistent zoning. Consistency with team on detailed touring Turnover. Talent development-Driving people OBW - Developing leaders		2.700	3.590
ANN	D	CURTISINGER	1003	S	SALARY	2019-03-30	3.000	SOLID PERFORMER				2.700	3.590

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JOSHUA	T	STEVENSON	1603	3	YEARLY REVIEW	2016-04-24	3,000	VALUED PERFORMANCE			Josh is always nice to customer's and talks to them as they walk up to his register. He knows his area and does not mind helping out in other areas when needed. He also uses Bob and Lisa to ensure all sales are taken care of. Josh needs to work on his fast part of the ctt.	3,000	3,999
JOSHUA	T	STEVENSON	1603	3	YEARLY REVIEW	2017-04-30	3,000	VALUED PERFORMANCE			Joshua is always willing to do anything asked of him. Joshua is good dealing with needs of the customer. Joshua would benefit by being more outgoing/local. Joshua needs to make sure he is asking every customer about applying for a WMM credit card.	3,000	3,999
JOSHUA	T	STEVENSON	1603	3	YEARLY REVIEW	2018-04-20	3,000	VALUED PERFORMANCE			Joshua is an excellent cashier and has received many compliments from customers in regards to how helpful Joshua is as well as how he is willing to go above and beyond to ensure each customer has a pleasant checkout experience. Joshua needs to strive to be more vocal in asking for assistance from CSMs when needed.	3,000	3,999
JOSHUA	T	STEVENSON	1603	3	YEARLY REVIEW	2019-04-06	3,000	VALUED PERFORMANCE			Joshua does a great job at servicing his customers. However Joshua does need to work on retaining info pertaining to performing certain processes and procedures on the register.	3,000	3,999